

FIG. 2

300

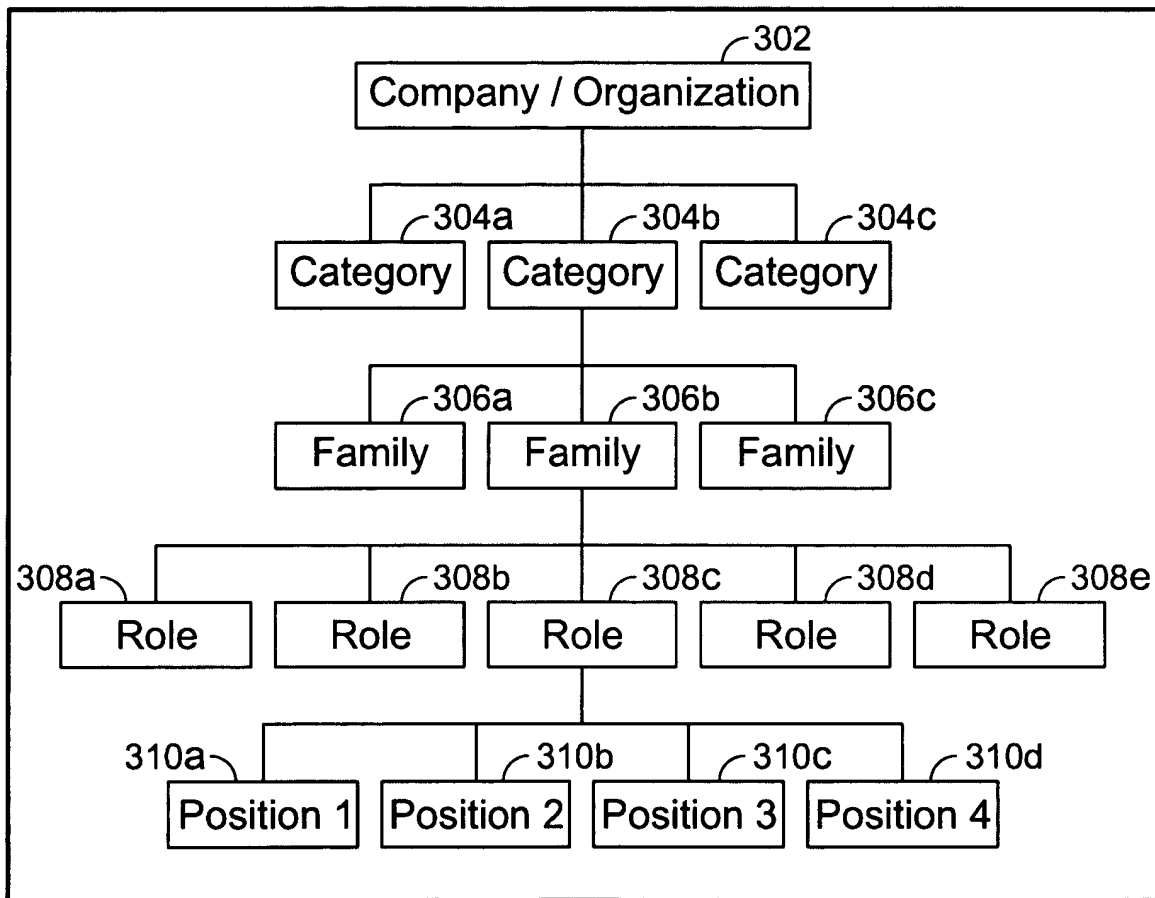


FIG. 3

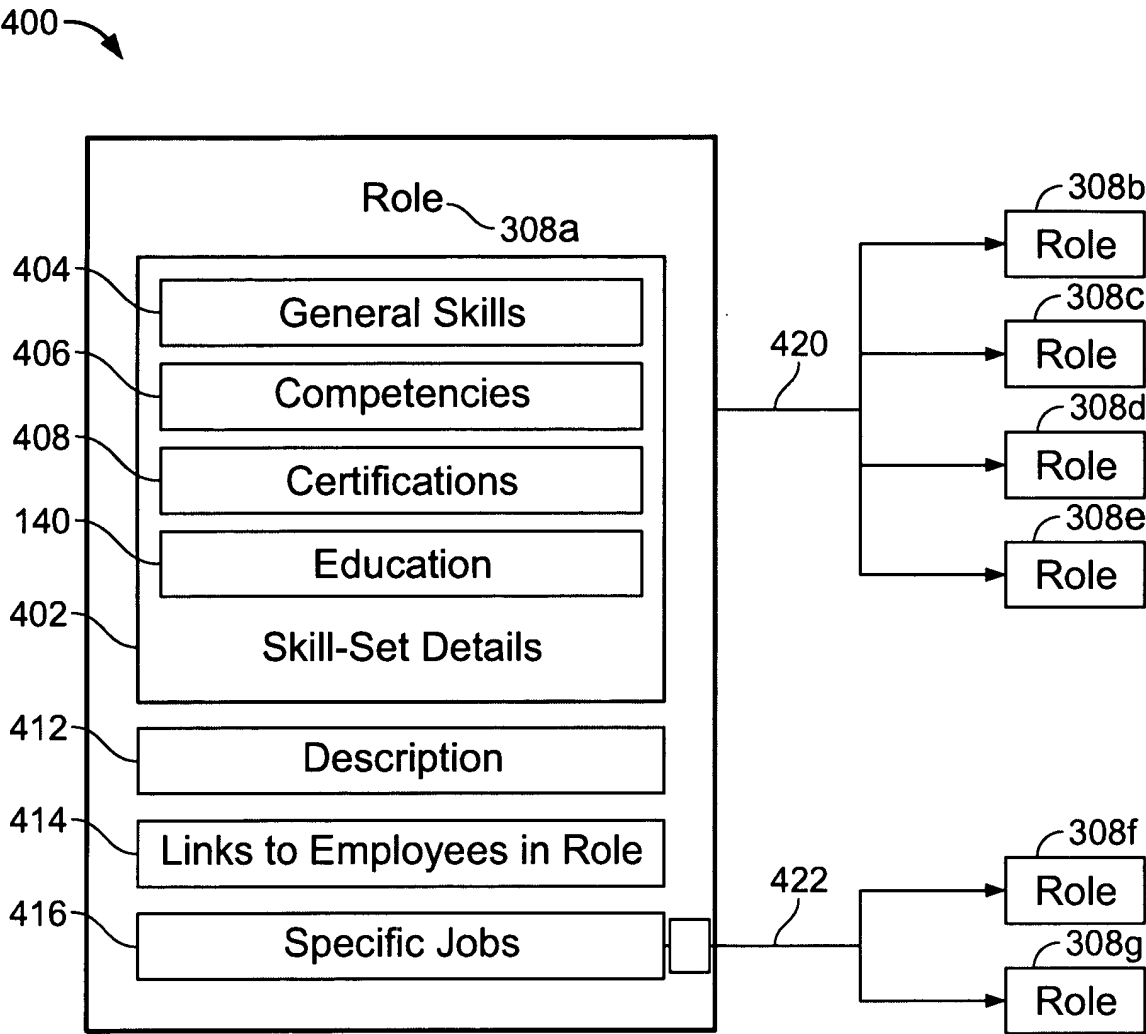


FIG. 4

500

The interface is titled "MyCareer@Fidelity" and includes a "Home" link, a "reset your password" button, and a "log off" button. The main navigation bar contains links for "mybackground", "career planning tools", "career resources", "site terminology", and "FAQ". Below this is a sub-navigation bar with "current information", "previous roles", "education", "skills", "competencies", and "certifications".

The "MyBackground" section includes a "help" link and "Page Instructions" which state: "1. Review and update each section of MyBackground below as necessary. (Optional Sections: PREVIOUS ROLE(S) HELD WITHIN FIDELITY and EDUCATION) 2. The SKILLS, COMPETENCIES and CERTIFICATIONS sections have been automatically filled in based on your current role and position. Customize these sections where appropriate to represent your qualifications." A "submit info" button is located at the bottom right of this section.

The "VOLUNTEER FOR MyNetwork" section has a checkbox labeled "I would like to volunteer for MyNetwork".

The "YOUR CURRENT INFORMATION" section (522) includes an "update info" button and displays: Role: Communications Planning, Position Level: Base, Family: Marketing Communications, Category: Marketing Communications.

The "PREVIOUS ROLE(S) HELD WITHIN FIDELITY" section (502) includes an "update info" button and displays: Role: , Position Level: , Family: , Category: .

The "EDUCATION" section (504) includes an "update info" button and displays: Educational institutions: , Degree/Certification: , Year of Completion: .

The "SKILLS" section (506) includes an "update info" button and a table for "LEVEL OF MASTERY" (514) with columns "low", "1", "2", "3", and "high". The table lists various skills and their mastery levels (516):

	low	1	2	3	high
MS Excel				x	
MS Office				x	
MS Word				x	
Fidelity websites				x	
Verbal Communication				x	
Writing				x	
Presentation			x		
Problem Solving			x		
Program/Project Management			x		
Mutual Funds			x		
Teaching/Training			x		
Facilitating		x			
Advertising Development		x			

The "COMPETENCIES" section (508) includes an "update info" button and a table for "LEVEL OF MASTERY" (514) with columns "low", "1", "2", "3", and "high". The table lists various competencies and their mastery levels (516):

	low	1	2	3	high
Concern for Order				x	
Developer of People		x			
Flexibility/ Change Management			x		
Influence Builder		x			
Innovation/ Creativity				x	
Interpersonal Understanding				x	
Organizing Work/Project Management				x	
Relationship Building			x		
Team Builder			x		
Customer Service Orientation				x	

The "CERTIFICATIONS" section (510) includes an "update info" button.

At the bottom of the form, there is a "submit info" button (520) and a "to continue" link.

FIG. 5

600

My Career@Fidelity HOME

mybackground

career planning tools

career resources

reset your password

log off

FAQ

site terminology

MyRoadmaps

MyDevelopment Plan

MyJobConnection

What is MyRoadmaps?

hide

MyRoadmaps supplies you options of linked roles you might move through at Fidelity.

- A career roadmap is a set of linked roles or types of work that helps you set direction and focus.
- MyRoadmaps offers you multiple roadmap possibilities at Fidelity.
- The roadmaps are based on what is common at Fidelity for someone in your role. So MyRoadmaps also includes the Role Matchmaker feature that matches possible roles to you, based on your unique qualifications (from MyBackground).

What will it do for me?

show

What do I have to do?

show

your starting role

Communications Planning

change starting role

to continue

select a method below

 or

view saved roadmaps

4 methods for building career roadmaps

GUIDED 602

navigate through roles step-by-step

EXPLORER 604

browse through a menu of roles

FOCUSED 606

quickly find a desired role

HOLE MATCHMAKER 608

match roles to my qualifications

610

select method

612

select method

614

select method

616

select method

FIG. 6

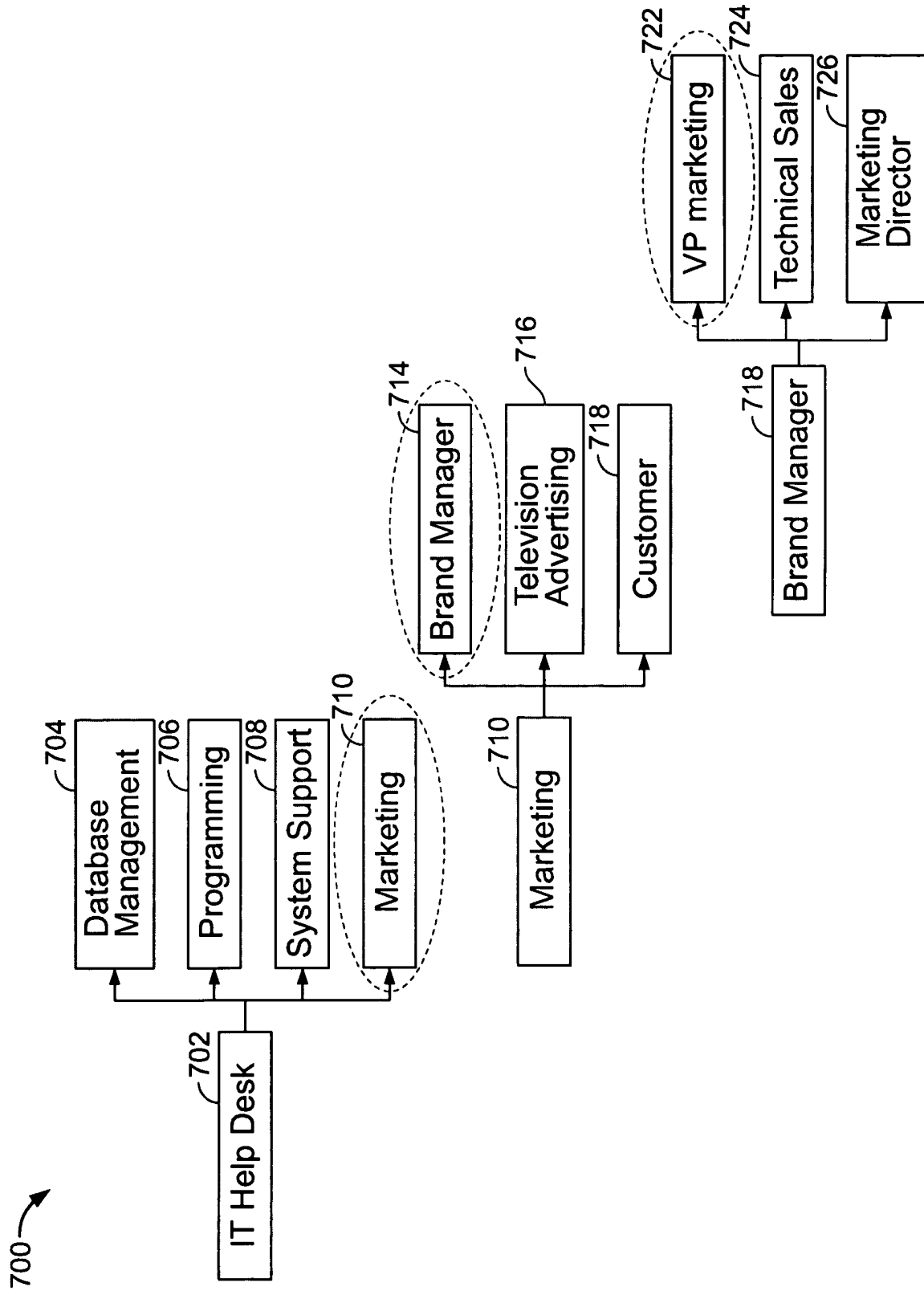



FIG. 7

800

My Career@Fidelity  HOME

mybackground

career planning tools

career resources

reset your password

log off


site terminology


FAQ


MyRoadmaps

MyDevelopment Plan


MyJobConnection

MyRoadmaps 


help 

Page Instructions 

1. Select your desired Job Category, Job Family, and Role.

1. Select a CATEGORY  802

Client / Customer Service
I/T
Marketing / Communications
Operations Processing
Professional Services
Sales

2. Select a FAMILY  804


3. Select a ROLE  806

FIG. 8

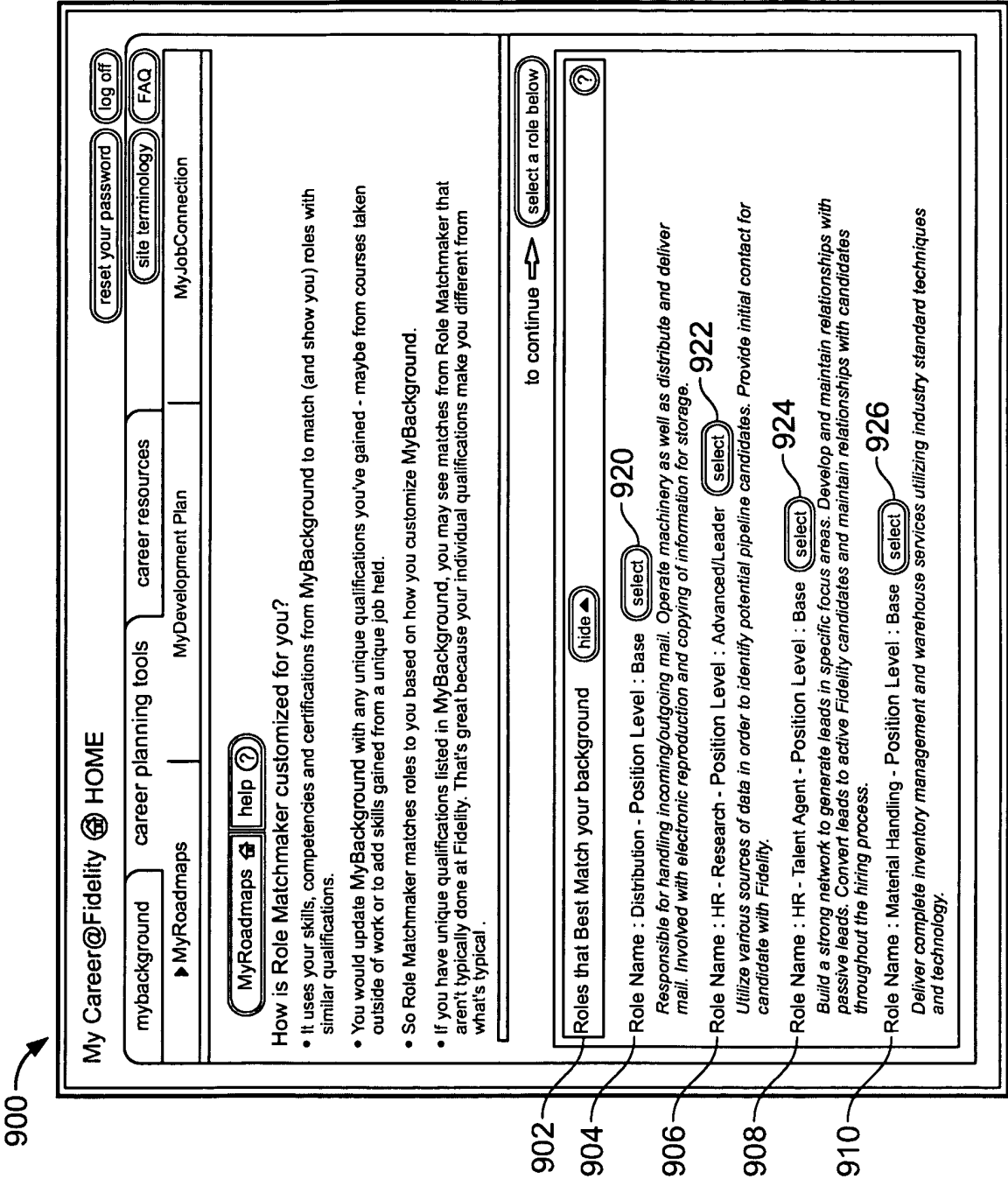



FIG. 9

<div> <div>Role Hierarchy</div> <div>Business Groups</div> <div>Regions</div> <div>Employee Profiles</div> <div>Skills</div> <div>Certifications</div> <div>Competencies</div> <div>MyToolKit</div> <div>FAQ Editor</div> <div>Glossary</div> <div>Matchmaker</div> <div>Job Codes</div> <div>Job Titles</div> <div>User Logins</div> <div>Permissions</div> <div>Contact Info</div> </div>				<div> <div>Update</div> <div>Cancel</div> </div>													
<div> <div>Role Matchmaker</div> <div>Best Match</div> <div>Skills Required for match: 25 % <input checked="" type="checkbox"/> Must have minimum level of mastery</div> <div>Competencies Required for match: 90 % <input checked="" type="checkbox"/> Must have minimum level of mastery</div> <div>Certifications Required for match: 0 %</div> <div>Position Levels below current to return: 00 01 02 03</div> </div>						<div> <div>Close Match</div> <div>Skills Required for match: 15 % <input checked="" type="checkbox"/> Must have minimum level of mastery</div> <div>Competencies Required for match: 80 % <input checked="" type="checkbox"/> Must have minimum level of mastery</div> <div>Certifications Required for match: 0 %</div> <div>Position Levels below current to return: 00 01 02 03</div> </div>						<div> <div>Career Change</div> <div>Skills Required for match: 0 % <input checked="" type="checkbox"/> Must have minimum level of mastery</div> <div>Competencies Required for match: 70 % <input checked="" type="checkbox"/> Must have minimum level of mastery</div> <div>Certifications Required for match: 0 %</div> <div>Position Levels below current to return: 00 01 02 03</div> </div>					
<div> <div>Logoff</div> </div>																	

FIG. 10

1100

My Career@Fidelity  HOME

mybackground

career planning tools

career resources

MyRoadmaps

MyDevelopment Plan


MyJobConnection

reset your password

log off

site terminology

FAQ

MyDevelopment Plan  help ?

hide

Page Instructions

1. Some of the Action Steps have been automatically populated with suggestions to help you develop the necessary skills, competencies and certifications required for your desired role. You are encouraged to work with your manager to identify additional Action Steps.

2. When you are finished updating your action plan, click "Save Action Plan"

Current Role : Communications Planning

Desired Role : Project Management (I/T)

Position Level : Base

Position Level : Base

view matching job openings

1108

1120

print

to continue

1122

1106

1124

1126

1128

1102

SKILL / COMPETENCY / CERTIFICATION DESIRED ?

COMPETENCY(S)

1110

1112

1116

1104

ACTION STEPS ?

Training and development ?

In job assignment ?

Take the Fidelity Management Training Program (FMTP) through Fidelity Learning Services.

Take on an assignment to diagnose the cause of a client or department process problem.

Networking ?

Job shadowing ?

REVIEW DATE ?

(month / day / year)

FIG. 11

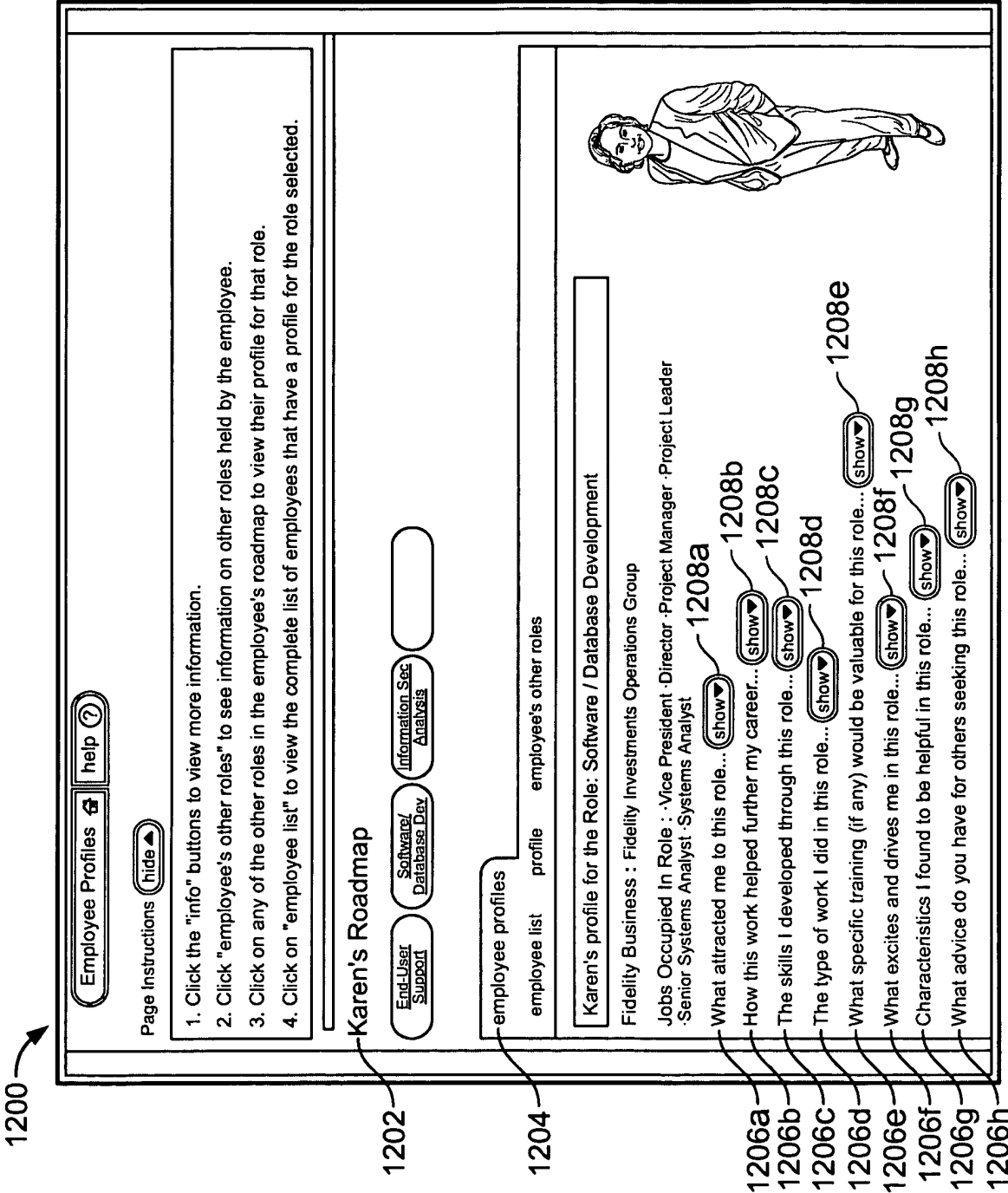


FIG. 12